

# NASCA

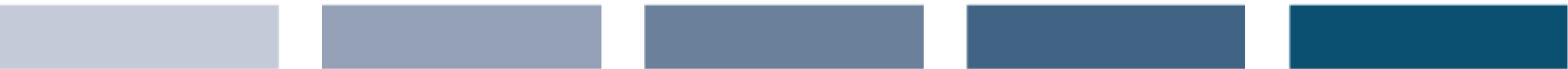


**National Association of  
State Chief Administrators**

## **COVID-19 Implications on State Government Operations**

**National Briefing**

*Updated: 4/20/2020*





# Agenda

- Introductions by Dan Kim, NASCA President, Director of General Services, State of California
- Phased Approach: Implication to Government Operations- State by State Approach
- Discussion (procurement & workforce)
- What can NASCA Share/ Top Resources



# COVID-19 Impact on Government Operations

- This presentation summarizes trends CAOs face regarding government operations during the response to COVID-19.
- This is not an exhaustive list.

*Trends are not intended to serve as endorsements, sources of primary data, or illustrations of effective or ineffective management.*



# Administration's Phased Approach to Reopening

## Proposed Phased Approach

- Based on up-to-date data and readiness
- Mitigates risk of resurgence
- Protects the most vulnerable
- Implementable on statewide or county-by-county basis at the governors' discretion

*Note from the Administration: Where appropriate, Governors should work on a regional basis to satisfy these criteria and to progress through the phases outlined.*



# Core State Preparedness Responsibilities

## PLANS:

- Protect the health and safety of workers in critical industries
- Protect the health and safety of those living and working in high-risk facilities (e.g., senior care facilities)
- Protect employees and users of mass transit
- Advise citizens regarding protocols for social distancing and face coverings
- Monitor conditions and immediately take steps to limit and mitigate any rebounds or outbreaks by restarting a phase or returning to an earlier phase, depending on severity



# Guidelines for Employers

Develop and implement appropriate policies regarding:

- Social distancing and protective equipment
- Temperature checks
- Sanitation
- Use and disinfection of common and high-traffic areas
- Business travel

Monitor workforce for indicative symptoms. Do not allow symptomatic people to physically return to work until cleared by a medical provider.

Develop and implement policies and procedures for workforce contact tracing following employee COVID+ test

# Guidance on Reopening of State Economies

## Phase One: Employers

- Continue to **encourage telework**, whenever possible and feasible with business operations
- If possible, **return to work in phases**
- Close **common areas** where personnel are likely to congregate and interact or enforce strict social distancing protocols
- Minimize **non-essential travel** and adhere to CDC guidelines regarding isolation following travel
- Strongly consider **special accommodations** for personnel who are members of a **vulnerable population**



# Reopening of State Government Operations

Now that governors are beginning to share details on restoring state economies - including reopening some state government services - what steps are you taking in your office?

Have you prioritized which service(s) will reopen first?

What items are required to move into Phase One of the Administration's plan regarding a 14-day downward trajectory of cases, need for robust testing, ample PPE, etc.?



# Healthy At Home/ Stay at Home Orders End Date

Source: Washington Post, April, 21 2020.  
<https://www.washingtonpost.com/health/2020/04/06/coronavirus-stay-at-home-by-state/>

State	Ending Date Stay at Home Orders
Alabama	4/30/2020
Arizona	4/30/2020
Florida	4/30/2020
Georgia	4/30/2020
Hawaii	4/30/2020
Idaho	4/30/2020
Illinois	4/30/2020
Louisiana	4/30/2020
Maine	4/30/2020
Nevada	4/30/2020
New Mexico	4/30/2020
Tennessee	4/30/2020
Texas	4/30/2020
Indiana	5/1/2020
Michigan	5/1/2020
Ohio	5/1/2020
Kansas	5/3/2020
Missouri	5/3/2020
Massachusetts	5/4/2020
Minnesota	5/4/2020
New Hampshire	5/4/2020
Washington	5/4/2020

State	Ending Date Stay at Home Orders
Alaska	4/21/2020
Montana	4/24/2020
Colorado	4/26/2020
Mississippi	4/27/2020
North Carolina	4/29/2020

State	Ending Date Stay at Home Orders
Pennsylvania	5/8/2020
Rhode Island	5/8/2020
Delaware	5/15/2020
New York	5/15/2020
Vermont	5/15/2020
Connecticut	5/20/2020
Wisconsin	5/26/2020
Virginia	6/10/2020

State	Ending Date Stay at Home Orders
California	TBD
Kentucky	TBD
Maryland	TBD
New Jersey	TBD
Oregon	TBD
South Carolina	TBD
West Virginia	TBD

State	Ending Date Stay at Home Orders
Arkansas	NA
Iowa	NA
Nebraska	NA
North Dakota	NA
Oklahoma	NA
South Dakota	NA
Utah	NA
Wyoming	NA

Before April 30

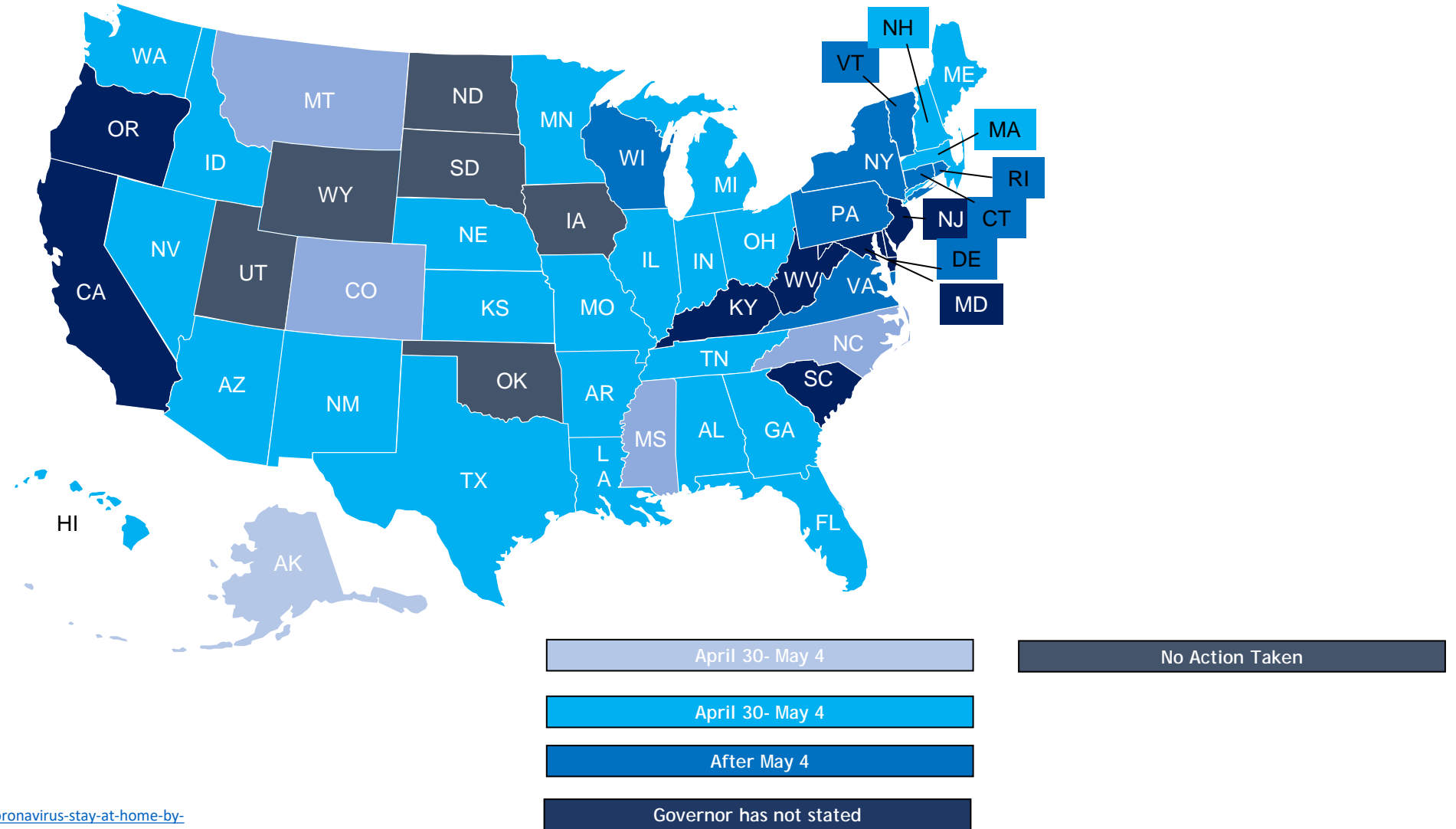
April 30- May 4

After May 4

No End Date Stated

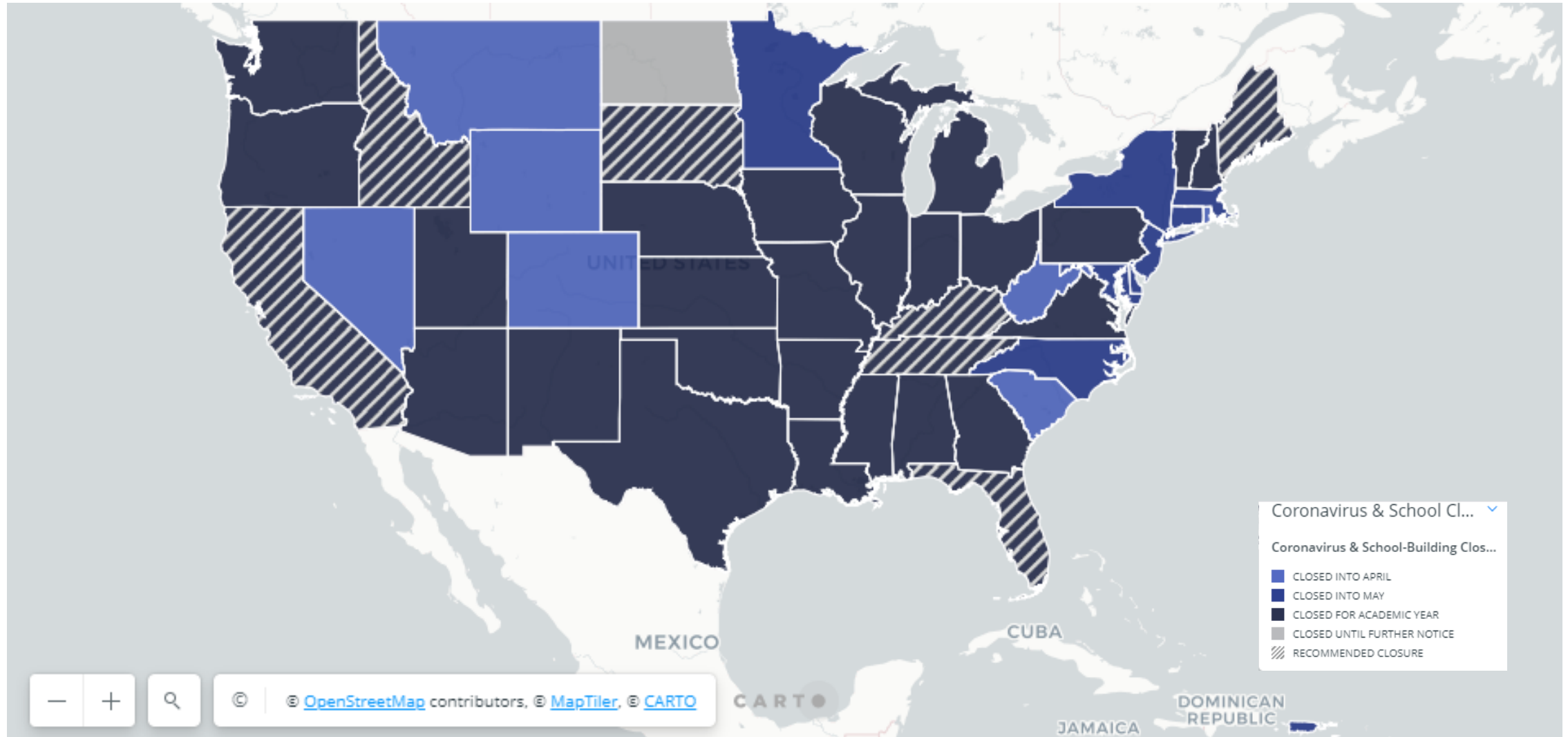
No statewide orders

# Healthy At Home/ Stay at Home Orders End Date



Source: Washington Post, April, 21 2020.  
<https://www.washingtonpost.com/health/2020/04/06/coronavirus-stay-at-home-by-state/>

# School Closures



Source: Map: Coronavirus and School Closures, Education Week. April, 20 2020.

<https://www.edweek.org/ew/section/multimedia/map-coronavirus-and-school-closures.html>

# COVID-19 Impact on Government Operations

## Some State Have Taken the Following Steps: **State Workforce**

- Telework (Many states with 50-60% goal, range: 10%-85%)
  - *New normal: significant stake-holder buy-in for telework*
  - *Limited telework performance metrics being used*
  - *Categories: Essential can telework, Essential can't telework; non-essential can telework, non-essential can't telework (this category was of the highest conversation, furloughs vs. unpaid leave)*
  - *Some states not using the word "essential," Governor's intent is for every state employee to work; essential categories were developed for natural disasters and not useful*
- Strategic Workforce Planning
  - Pivot or repurpose employees that can not complete their job function
  - Increased trainings & learning platforms – *micro trainings, not long-term trainings*
  - Union considerations & positive labor relationships
  - Hazard Pay

# COVID-19 Impact on Government Operations

## Some State Have Taken the Following Steps: **State Workforce**

- Talent Acquisition:
  - Increased Hiring (call centers and cleaning); Hiring freeze
  - Recruiting recently retired & soon to graduate
  - Increased value for public sector recruiting: job stability & benefits
- Benefits:
  - Telehealth benefits for state employees
  - Mental Health Resources
  - Employee Financial Assistance Program
- *Additional Questions to discuss:*
- *How to make training and learning valuable?*
- *What are the impacts on Recruitment, Culture, Employee Engagement, Pensions, Succession Planning, PTO, Overtime?*
- *Process/policy for feedback from supervisors on telework: identify what is going well, call out areas of weakness, obtain suggestions for improvement, and process for additions?*

# COVID-19 Impact on Government Operations

## Some State Have Taken the Following Steps : Procurement

- Exceptions from competitive solicitation laws and policies: 23 states (*Source: [NASPO](#)*)
- Specific items states are having a hard time procuring
  - Cooperatives are great tools, but hearing cooperative vendor may not have the supplies
- Innovations:
  - Flexible payment terms (pre-payment checklist)
  - Blanket purchase authority to purchase PPE
  - Direct sourcing from foreign countries
  - COVID-19 Procurement team; vendor mailbox
  - Sign-off specifications delay process, adding a medical professional to procurement team for immediate sign-offs
- Challenge: Government price gouging; Solution: Attorney General Actions



# Top Resources

- [State Fiscal Response to COVID-19](#) (NCSL)
- [State Budgeting and Lessons Learned from the Economic Downturn](#) (NASBO)
- [Governor Actions to Address PPE and Ventilator Shortages](#) (NGA)
- [State HR, Telework Policy & Communications](#) (NASPE)
- [A catalog of all U.S. government activities related to coronavirus.](#) (USA.gov)
- [State and Local Stimulus Treasury Portal](#) (portal for \$150 billion coronavirus relief fund now live)
- [U.S. OMB Memoranda 2020](#) (includes links to memos on COVID-19 relief)
- [COVID-19 State Member Call Recording 4-6-20](#) (State Only - login required)